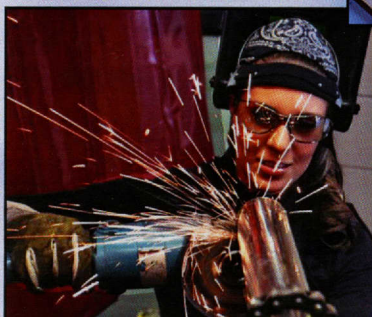


Apprenticeship in Texas

for the 21st Century



**Apprenticeship Training and
Advisory Committee**

of the

**Texas Workforce Investment
Council**

2013-2014 Brochure

Apprenticeship in Texas

Texas has registered numerous new apprenticeship programs spanning the following industries:

- advanced manufacturing
- automotive
- homeland security
- healthcare
- construction
- social services
- engineering services

By the numbers—Texas has:

- *11,591 active apprentices*
- *406 active programs*

Registered apprenticeships vary in length according to industry standards—but training usually lasts three to five years.

Registered apprenticeship is driven by industry needs, so an apprentice is acquiring high-value skills that are current and in demand.



Texas' Chapter 133 Programs

The Texas Workforce Commission (TWC) plays an active role in administering registered apprenticeship through its program under Chapter 133 of the Texas Education Code.

TWC's program helps pay the costs of related classroom instruction for apprenticeship programs that partner with local education agencies in Texas.

In fiscal year (FY) 2014, TWC awarded \$3,059,192 million to 22 local education agency contractors. FY 2013 money:

- *served 57 apprenticeship programs partnering with 1,055 employers*
- *trained 3,947 apprentices in 25 occupations*

Texas Chapter 133 apprentices earn an average starting wage of \$16.42 an hour. Fourth-year apprentices earn an average wage of \$18.11 an hour, while fifth-year apprentices earn \$20.67 an hour.

To be eligible applicants must:

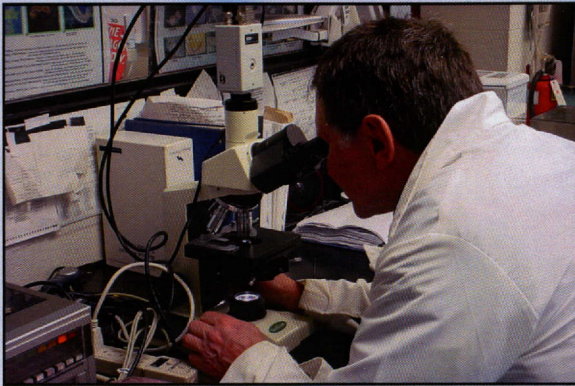
- *have high school diploma or GED*
- *be U.S. citizens/legal residents*

The completion rate for apprentices in these programs is approximately 81.66 percent.

Learn more at:

<http://www.twc.state.tx.us/svcs/apprentice.html>

REGISTERED APPRENTICESHIP



Registered Apprenticeship is a formal system of learning that combines supervised on-the-job learning with related instruction.

Registered Apprentices are employees looking to start, change, or advance their careers. Most programs require apprentices to be at least 18 years old, have a high school diploma or GED certificate, and to be able to perform the work and pass an aptitude test.

What else is Registered Apprenticeship?

It's a job: Apprentices start working for pay from the outset, and acquire incremental wage increases as they progress.

It's on-the-job learning and education: Registered Apprenticeship means learning at work and receiving technical training at apprenticeship training centers, technical schools, community colleges, and by distance and computer-based learning systems.

It's a credential: A nationally recognized credential is awarded to all apprentices who complete a Registered Apprenticeship program.

THE VALUE OF REGISTERED APPRENTICESHIP

Learning relevant 21st century skills and earning sustainable 21st century wages

Apprenticeship is time-honored and proven—

Apprenticeship is one of the oldest formal systems of training in the world and it has a long history in the state of Texas, as well. Current and expected economic growth in Texas is driving demand for a variety of skilled workers who can acquire their training through apprenticeship programs. Examples of traditional Registered Apprenticeships in Texas are electricians, plumbers, pipefitters, millwrights, carpenters, operating engineers, sheet metal workers, and ironworkers.

Apprenticeship is training workers for the 21st century—

Twenty-first century apprenticeship is moving to non-traditional industries such as the biomedical, information technology, and energy sectors. Demand is growing in Texas for workers with middle-skills to work in jobs that require training beyond high school but less than a four-year college degree. Apprenticeship offers a direct path to these careers.

Apprenticeship benefits employers and employees alike—

Registered Apprenticeship benefits employers by training highly skilled workers for in-demand occupations. It benefits employees because as an apprentice, employees can "earn while they learn." Apprenticeship skills are recognized nationally and transferrable within industries. Apprenticeship courses can offer college credit and open the door to higher education. Finally, since apprenticeship programs are sponsored by employers, apprentices can complete their education and training without going into debt.

All apprentices and Registered Apprenticeship programs in Texas are registered with the U.S. Department of Labor (DOL). Updated and revised DOL regulations now offer more choices and flexibility for apprenticeship. Apprenticeship programs can be structured as follows:

- (1) Traditional time-based programs that require the apprentice to earn at least 2000 hours of on-the-job learning along with a minimum of 144 hours each year of related technical instruction.
- (2) Competency-based programs that credit apprentices when they demonstrate mastery of a subject area.
- (3) Hybrid programs that combine time and competency.
- Interim credentials are now offered by some sponsors to apprentices who achieve important milestones during the course of their apprenticeship.

Learn more at: <http://www.doleta.gov/oa/regulations.cfm>

REGISTERED APPRENTICESHIP

Registered Apprenticeship has four major components:

1. On-the-job Learning: Apprentices benefit from real-world application of theory-based instruction as they work in their own job setting.

2. Related Instruction: Apprentices receive technical training in highly skilled occupations, often at local community colleges or through distance learning.

3. Mentoring: Apprentices work and learn under the direction of qualified personnel, or mentors, who are experienced in their field. Apprentices achieve mentor-level or journey worker status when they complete program requirements.

4. Incremental Wage Increases: Registered Apprenticeship provides for incremental wage increases. As an apprentice becomes more proficient, he or she gets higher wages.



Registered Apprenticeship
Earn. Learn. Succeed.

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Apprenticeship leaders say:

"Apprenticeship leads to good jobs, high wages, and a career that can't be outsourced."

Ronald G. Congleton, commissioner representing labor
Texas Workforce Commission

"Apprenticeship provides an earn-while-you-learn opportunity to acquire the skills necessary for a successful career."

Wes Jurey, Chair
Texas Workforce Investment Council

"Apprenticeship is a highly effective strategy for preparing people for work."

Robert Cross, Chair
Apprenticeship and Training Advisory Committee



Apprenticeship can build on military experience. Visit:

Texas Veterans Commission
www.tvc.state.tx.us
1-877-898-3833

For more information, visit:

DOL at www.doleta.gov/OA
TWC at <http://www.twc.state.tx.us>
THECB at www.thecb.state.tx.us

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